

EXTRACT

44. Cultural and ceremonial leave

- 44.1 The parties to this Agreement recognise that the cultural diversity of the University workforce means that some staff may celebrate cultural or religious days of observance which do not coincide with existing public holidays.
- 44.2 A supervisor may require reasonable evidence in support of a request for leave under this clause.
- 44.3 Aboriginal and Torres Strait Islander cultural and ceremonial leave
- a) Employees who identify as being of Aboriginal or Torres Strait Islander descent shall be entitled to up to three (3) days paid leave per calendar year, and leave without pay up to a maximum of ten working days per calendar year for the purpose of fulfilling cultural and/or ceremonial obligations. Such obligations may be 'traditional' or 'urban' in nature and may include initiation, birthing and naming, funerals in cases where the deceased person is not a member of the employee's immediate family or household as defined in clause 3 but is nonetheless significant to the employee, smoking or cleansing and sacred site or land ceremonies, and preparation for and attending community organisation business, National Aboriginal and Islander Day Observation Committee Week functions, or other relevant cultural events.
 - b) Where it can be demonstrated that the three days referred to above are not sufficient, an employee may access a further two (2) days from the employee's personal leave entitlement if available.
 - c) An employee may elect to use annual leave in lieu of any unpaid leave granted in accordance with the above provision.
 - d) Casual employees who identify as being of Aboriginal or Torres Strait Islander descent shall be entitled to up to a maximum of ten days unpaid leave in any twelve month period for the purpose of fulfilling cultural/ceremonial obligations.
- 44.4 Other Cultural and Religious Leave
- a) An employee who is adherent to and celebrates cultural or religious days of observance shall be entitled to up to three days paid leave (unpaid leave for casuals) per calendar year for the purpose of fulfilling or observing cultural or religious obligations. Where this involves further time away from work, suitable arrangements could include re-scheduling of work commitments or use of annual leave.
 - b) Where it can be demonstrated that the three days referred to above are not sufficient, an employee may access a further two (2) days from the employee's personal leave entitlement if available.
- 44.5 Total entitlement under this clause
- a) Without increasing either entitlement above, the total combined leave entitlement under clauses 44.3 and 44.4 for any employees who identify as being of Aboriginal or Torres Strait Islander descent will not exceed five days paid leave and ten days unpaid leave per calendar year. Such leave does not accumulate from year to year and cannot be paid out on termination of employment.

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